

FE Week

TRAINEESHIPS FIGURES FAIL TO IMPRESS



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BUILDING SCAMMERS OUTWITTED



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ATKINS' COLLEGES CONCERN



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Broomie with level two agriculture student Amy Bradley-Fearn, aged 16, and farm manager Adrian Oliver



Lamb Broomie finds his feet

Meet Broomie — the lamb saved by Derby College agriculture students and named after the college's land-based Broomfield Hall campus.

He was found close to death and unable to use his two front legs just three months ago but is now back on his feet thanks to specially-designed splints.

Farm manager Adrian Oliver, who runs the working farm at the campus, said: "I knew he had a will to live and decided that we needed to do everything we could to help him, literally, stand on his own feet."

BROADCASTER WARK SIGNS UP FOR FE WEEK CONFERENCE

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SFA IN MULTI-MILLION POUND NON-APPRENTICESHIP PAYOUT

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EXCLUSIVE

Colleges and local authorities will get a multi-million pound Skills Funding Agency (SFA) payout for non-apprenticeship provision this month while independent learning providers (ILPs) look set to miss out on the cash boost, *FE Week* can exclusively reveal.

In a letter seen by *FE Week*, SFA funding and programmes director Keith Smith told colleges and local authorities they would be getting in-year growth allocations before the end of the current financial year if they had delivered at least 97 per cent of their adult skills budget (ASB) contract value in 2013/2014.

Mr Smith said: "As part of the performance management process, we continue to work to ensure funding supports

the skills needs of every local community. While apprenticeship and traineeship growth are still our priority, we value the breadth of skills training (including English and maths) that colleges deliver locally. We recognise that the funding for this provision has been, and continues to be, under pressure.

"Alongside increasing the funds available for apprenticeships and traineeships through the performance-management process, we are now able to make additional other ASB funds available in the funding year 2014 to 2015. We will allocate this funding to those colleges and grant-funded training organisations that delivered 97 per cent or more of their ASB contract value in 2013 to 2014."

Among those set for the payout this month was Sheffield College. It delivered nearly 99.5 per cent of its June ASB allocation last year

and told *FE Week* it was in line for £700,000.

However, the SFA declined to comment on the payouts or reveal the total amount going to colleges, but said figures would eventually be published. It also declined to comment on whether ILPs would get a payout, but *FE Week* understands none has received such notification, sparking questions about whether they would get similar windfalls.

Association of Employment and Learning Providers chief executive Stewart Segal told *FE Week*: "This money has been allocated to colleges because of the different type of funding systems for colleges and independent providers.

"Our view for the long term is that all providers should be funded in the same way and this will ensure that allocations in the future reflect employer and learner demand rather than according to the type of provider."

Julian Gravatt, assistant chief executive of the Association of Colleges, said: "In March 2014, the SFA notified colleges of cut to the ASB of around 15 per cent for courses that didn't lead to apprenticeships.

"The decision half-way through the 2014/15 academic year to reduce this cut by a small amount is helpful but is also late.

"We're sure that colleges will make sensible use of the money but we also know that they'll be tightly constrained in what they can do because they face further cut to this budget line of at least 16 per cent for 2015/16. Colleges will find out in March 2015 what precisely they have.

"The year-on-year reductions in public spending are taking their toll on adult learning and skills. The best way to get good value from the funds available will be via a more stable funding system."

See editor's comment on page 8

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FE WEEK TEAM

Editor:	Chris Henwood
Head designer:	Nicky Phillips
Designer:	Rob Galt
Sub editor:	Paul Offord
Reporters:	Freddie Whittaker
	Rebecca Cooney
	Billy Camden
Photographer:	Ellis O'Brien
Financials:	Helen Neilly
	Victoria Boyle
Sales manager:	Hannah Smith
Sales executive:	Negar Sharifi
Administration:	Frances Ogefere Dell
Sales administrator:	Jasmin Fergus-Aghamiri
Contributors:	John Hyde
	Lynne Sedgmore

Managing director: Shane Mann

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Learning & Skills Events, Consultancy and Training Ltd

161-165 Greenwich High Road
London SE10 8JA
T: 020 8123 4778
E: news@feweek.co.uk

NEWS

LESS THAN A QUARTER OF QUALS WIN APPEAL AGAINST SFA CULL

@FCDWHITTAKER
FWHITTAKER@FEWEEK.CO.UK

Less than one-in-four qualifications listed as in danger of the public funding axe last year have survived the latest cull by the Skills Funding Agency (SFA) after appeal.

Awarding organisations were told in November that 1,612 qualifications were at risk, prompting 195 appeals.

Only 45 qualifications were granted a reprieve as the SFA confirmed 1,567 would not be funded in 2015/16.

Of those being cut, 700 had no take-up in 2014/15, and 867 had low take-up — fewer than 100 enrolments. All 45 appeals related to low take-up.

Chris Kirk (pictured below left), director of product and services at City & Guilds, which had 88 qualifications axed due to no demand and around 200 for low demand, said: “This doesn’t necessarily mean that these courses will stop running as awarding bodies may continue to offer courses if there is demand, for example in specialist or niche trades. The SFA may also continue to fund vocational qualifications which fall into this category.”



A spokesperson for Pearson, which saw 85 quals cut due to no demand and around 150 due to no demand, said: “Where qualifications have had low enrolments and do not appear on the SFA’s list, we will work closely with our schools and training providers to find alternative,

appropriate qualifications for their students to take the next step towards their chosen career.”

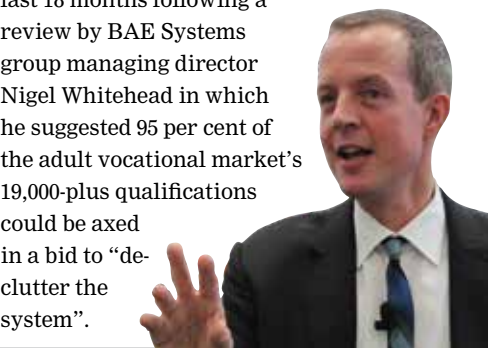
The announcement came on Thursday (February 5) — the same day as the 2015/16 qualification funding catalogue was published, but with the Skills Funding Statement yet to be released by the Department for Business, Innovation and Skills, it contained no rates.

Skills Minister Nick Boles (pictured below right) said the removal of 1,600 qualifications from public funding, made a total reduction of 6,900 qualifications since 2013.

“The qualifications we are removing had few or no users, and are simply cluttering up the system,” he said.

An SFA spokesperson told *FE Week*: “The agency received submissions for 195 qualifications. These were assessed against the criteria, details of which were published in our annual review guidance. The number of submissions were shared and discussed with the Qualifications Advisory Group as part of the approvals process.”

It comes with a significant number of qualifications having been culled over the last 18 months following a review by BAE Systems group managing director Nigel Whitehead in which he suggested 95 per cent of the adult vocational market’s 19,000-plus qualifications could be axed in a bid to “de-clutter the system”.



Traineeship action call as ‘up to 40 pc’ say no to delivery

@PAULOFFORD
PAUL.OFFORD@FEWEEK.CO.UK

Public Accounts Committee chair Margaret Hodge (pictured below left) has called for government action to boost traineeships after official figures showed take-up among eligible providers failed to pick up on last academic year.

A total of 812 providers could run the programme for 16 to 18-year-olds this year, but 22.7 per cent said no, while 722 could run it for 19-plus but 25.1 per cent said no.

And they numbers could even top 40 per cent with a further 19 per cent of possible 16 to 18 traineeship providers and 11 per cent at 19-plus not revealing their intentions to the funding agencies.

Last year, there were 713 eligible providers at 16 to 18, with 19.1 per cent declining, while for the older age group’s 650 possible providers 29 per cent said no. A further 19.6 per cent and 0.8 per cent, respectively, did not say.

The latest figures failed to impress Ms Hodge, who five months ago said the Department for Education (DfE) had “failed” to manage



providers operating traineeships based on a National Audit Office report that showed just 200 of 459 eligible providers who said they would deliver traineeships had recorded starts as of June last year.

Ms Hodge said: “The Government still has a long way to go to get more employers involved in traineeships.

“The National Audit Office (NAO) report last September showed that only a minority of eligible training providers were actually delivering the traineeships they promised and in 2014/15 up to 40 per cent of providers who could deliver traineeships may choose not to do so. More needs to be done.”

Stewart Segal, chief executive of the Association of Employment and Learning Providers (AELP), said the latest figures showed a review was needed of restrictions limiting delivery of traineeships to mainly grade one and two providers.

“We know there are a number of providers who are not eligible that would like to start delivery and we hope the government will look at this issue as a matter of urgency,” he said.

Teresa Frith (pictured right), senior



FE WEEK NEWS IN BRIEF
Leeds in line for £17.5m

The government has unveiled £17.5m of funding for skills improvement in Leeds.

The money has been given to the Leeds City Region Enterprise Partnership from the government’s employer ownership of skills pilot and will enable the partnership to offer business support and grants of £500 to £50,000 to companies in the Leeds City Region.

Companies will be able to use the funding to take on apprentices and create their own training programmes.

SFA apprenticeship kits

Toolkits have been published by the Skills Funding Agency (SFA) ahead of National Apprenticeship Week.

This year, the week-long celebration of apprenticeships will take place between March 9 and 13, and the SFA has published information on how providers can get involved.

A spokesperson said: “The toolkits outline the theme for the week and gives facts about apprenticeships.” The toolkits also offer advice on holding events, getting local MPs involved and requesting an SFA speaker. Visit gov.uk/government/organisations/skills-funding-agency for details.

Osborne unveils UTC

A new university technical college (UTC) will be established to help train engineers in Hull, Chancellor George Osborne has announced.

The Ron Dearing UTC is expected to open in September next year and will be sponsored by the University of Hull and the Spencer Group.

It will train up to 600 students in digital technology and mechatronics — a combination of mechanical, electrical, telecommunications and computer engineering. Students will gain technical qualifications while studying core academic GCSEs, such as English and maths.

skills policy manager at the Association of Colleges, said: “Traineeships are designed for a very specific young person in terms of age and ‘work readiness’ and this is why 70 per cent of colleges have reported to us it is difficult to convince employers to take on a trainee.”

However, last month’s statistical first release showed 5,000 starts on the traineeships programme in the first quarter of this academic year, up from 3,300 in the first six months of 2013/14.

By the end of last academic year — the programme’s first — there had been 10,400 starts.

A spokesperson for the Department for Business, Innovation and Skills and DfE said: “We are working with both funding agencies, the Education and Training Foundation and the National Institute of Adult Continuing Education to help providers to expand and improve their traineeships and support those that want to start offering traineeships to learn from the experience of other providers.”

Visit www.traineeship-staff-support.co.uk to register for the ETF and AELP consultancy service for providers interested in or already delivering traineeships.

NEWS

Learners and staff among creditors £800k out of pocket by Bright demise

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Learners, staff and other creditors are expected to be left around £800k out of pocket with the demise of troubled independent learning provider Bright last year, *FE Week* can reveal.

An estimated 900 students and around 50 workers are expected to get either nothing or a fraction of what they were owed with Bright assets valued at £329,850, while claims totalled £1,101,228 as of early November.

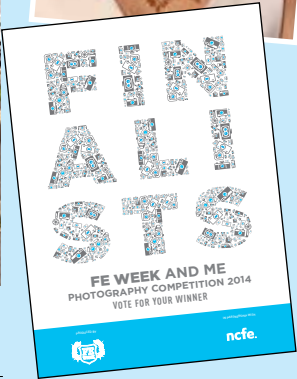
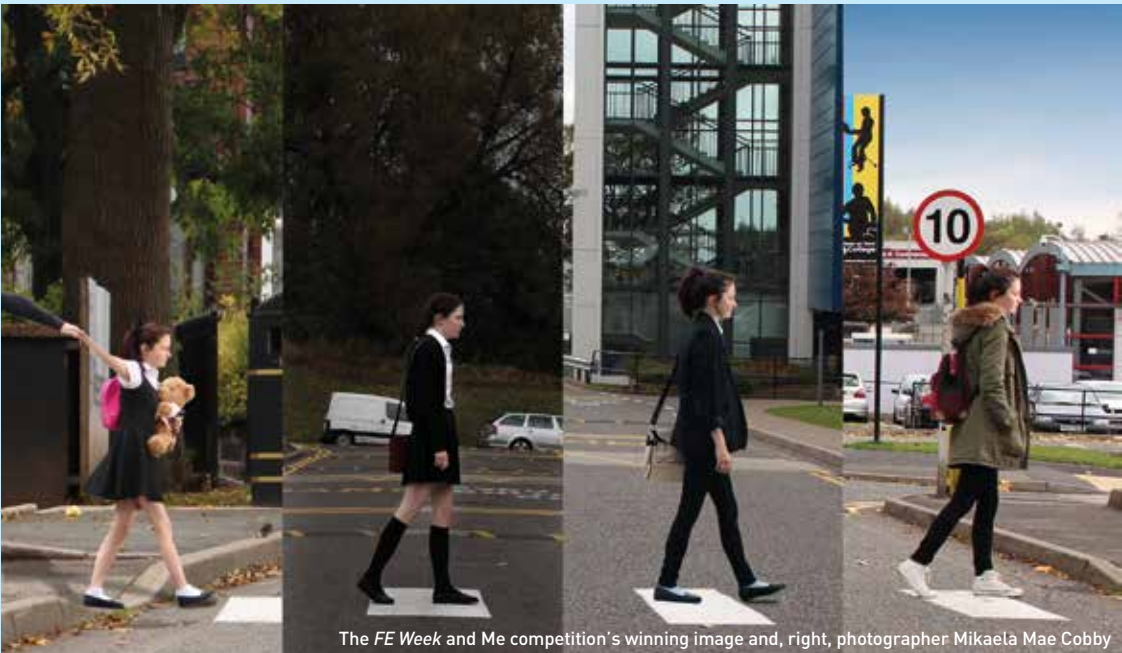
The figures are from Administrators BDO, which was appointed in September with Bright having been left without an awarding organisation after NCFE stopped certifying courses in February and OCR and Ascentis quickly followed suit.

The situation left hundreds of people without qualifications for courses they had paid for and an NCFE investigation resulted in Bright learners being de-certificated because their portfolios were either sub-standard or could not be found.

One learners to have lodged a claim with BDO was Hull 33-year-old Daniel Taylor, who set up a Facebook forum called Bright Training Problems in April.

He claimed he paid Bright £1,160 two years ago for level three assessor and level four preparing to teach in the lifelong learning sector courses, which he completed but were never certificated.

He said was able to contact fellow ex-learners and ask how much they were owed after a database of all Bright's



Mikaela on road to photography success

Stoke-on-Trent College learner Mikaela Mae Cobby is the winner of this year's *FE Week* and Me Photography Competition.

The 18-year-old, who is in her second year of a level three extended diploma, received more than 41 per cent of 2,562 votes cast online in the photography student category.

She has won a Nikon D5100 Camera Kit and the opportunity to shadow a professional *FE Week* photographer.

Mikaela said: "I was really surprised. I have never really entered something like this before so to find out I had won was quite a shock."

Shane Mann, managing director of Lsect, which publishes *FE Week*, was one of the judges. He said: "What I really liked was that it showed her evolution from a child into a college learner and the freedoms which

were expressed in how she could wear her own clothes and was no longer constrained by things like uniform and had become herself."

Visit feweek.co.uk for more and to download the competition, run in partnership with NCFE, finalists' supplement (pictured).

customers, which *FE Week* has seen, was leaked to him.

"I have heard from 900 people who paid for courses and want a refund they're never likely to get. By my calculations, they're owed £578,814 in total," he said.

But despite being paid-up customers of Bright, learners such as Mr Taylor will be at the back of the queue for getting their money back, while staff cases go through the Redundancy Payments Office, where successful claims are likely to result in pay-outs lower than Bright

contracts had stipulated.

A BDO spokesperson told *FE Week*: "Customers of Bright... are, regrettably, ranked as unsecured creditors. They have been made aware they are unlikely to receive their money back."

She added: "Eligible staff had their claims referred to the Redundancy Payments Office and have either been paid their statutory entitlement or their claims are being processed."

She declined to comment on how many former learners and staff were owed money.



A Redundancy Payments Office spokesperson said it had processed 28 claims from ex-Bright staff, worth around £55,000 in total.

The Statement of Administrators' Proposals said around 50 former employees were made redundant last year and that former staff had lodged claims to recover £21,419 in unpaid wages and holiday pay and £94,616 in redundancy and pay in lieu of notice.

Former Bright chief executive Krissy Charles-Jones was unavailable for comment.

FINANCIAL DIFFICULTIES AT '50 COLLEGES'

@REBECCA COONEY
REBECCA.COONEY@FEWEEK.CO.UK

Around 50 colleges could be in serious financial difficulty due to a "perfect storm" of capital debt and 16 to 19 funding cuts, it has been claimed.

Lynne Sedgmore, executive director of the 157 Group, said the figure was "sector rumour" — but just last week *FE Week* reported how West Cheshire College was looking to shut one of two campuses built with £47.9m from the Learning and Skills Council (LSC) with long-term borrowing to top up funding for the builds having left it £14.5m in the red.

The SFA declined to comment on the rumoured figure, but Dr Sedgmore said: "If it were five colleges the responsibility would, in all probability, lie at the door of local management — for 50 colleges to experience serious problems at the same time, however, suggests a systemic problem."

Part of the problem, she added, was that SFA predecessor body the LSC had "encouraged" colleges to "take on ambitious capital redevelopment programmes".

"Since colleges have to finance a major part of their capital development themselves many have high borrowings and now face a 'perfect storm' as funding rates have been repeatedly cut for 16 to 19-year-olds in recent years and funding numbers slashed for adult provision," said Dr Sedgmore.

Of the FE Commissioner's 15 college visits so far, 11 — including West Cheshire College — were triggered by financial concerns from the Skills Funding Agency (SFA).

Meanwhile, the Sixth Form College Commissioner has made one visit so far this academic year over finances.

Sixth Form Colleges' Association (SFCA) chief executive David Igoe said the 50 figure was "probably right" and said he knew of a dozen members experiencing financial difficulties "short of an official Notice To Improve and they are all on the Education Funding Agency's radar". "Much of the problem has to be the relentless cuts, which have seen sixth form colleges lose more cash than any other sector — around 20 per cent since 2010," he said.

But, he added, it was "right to suggest that

legacy debt arising from the aborted College Capital programme has also contributed".

"Small sixth form colleges are particularly vulnerable and are often in areas of high demographic downturn with correspondingly little opportunity to grow," he said.

An Association of Colleges spokesperson said: "Following significant funding reductions from government, some colleges are inevitably experiencing financial difficulties. This level of funding cuts has to stop. Colleges need more stability in their funding if they are to plan for the future."

A Department for Business Innovation and Skills (BIS) spokesperson pointed to the emergency loans available to colleges through the exceptional financial support measures, which he said offered "tailored" support for colleges, depending on their level of financial difficulty.

But he warned the measures, introduced two months ago, could be followed by intervention from the FE Commissioner.

See page 12 for an expert piece by Lynne Sedgmore

High-profile host for FE Week apprentice event

BBC Newsnight presenter Kirsty Wark has been unveiled as host of the FE Week Annual Apprenticeship Conference next month.

She will be in the chair for the conference taking place over the first two days of National Apprenticeship Week (March 9 and 10).

In partnership with the Department for Business, Innovation and Skills, (BIS), the conference and exhibition aims to support those providing apprenticeships during a time of major reform.

Speakers will include big names from all three main political parties, senior civil servants and some familiar faces from the FE and skills sector.

Shane Mann, FE Week managing director, said: "We are excited about hosting our first event of this scale, and giving a national platform to one of the most important issues facing our sector in the run-up to the general election."

Visit feweekaac2015.co.uk for details and to register.

College told to give up inadequate-rated academy

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An FE college in Suffolk has been ordered to hand over its 11 to 16 academy to new sponsors after the school was placed in special measures following an inadequate Ofsted rating.

Suffolk New College, which runs the New Academies Trust (NAT), was told by the Department for Education (DfE) to transfer Suffolk New Academy after inspectors gave it grade four results in every area following a visit in early December.

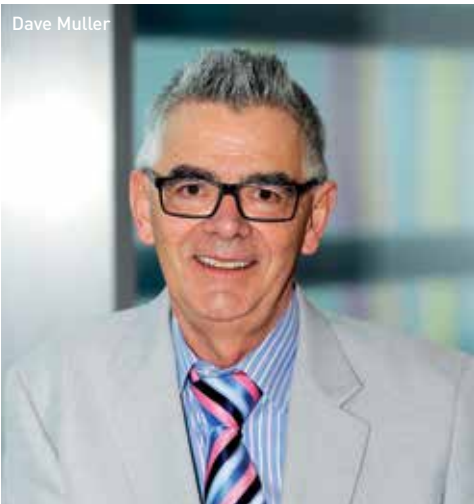
It was the first inspection of the school — the only one in NAT — since it converted to academy status in 2012.

But a consultation on the future of the school is now under way after the DfE stepped in and demanded a new sponsor, naming the Active Learning Trust (ALT) — a local organisation with no links to the FE sector — as a suitable sponsor.

Suffolk New College principal and NAT chief executive Dave Muller said: “I believe it is a positive move for the academy to move over to ALT at this time.

“NAT was established as a sponsor of multiple academies and it was never our intention to have only one. At this time of change for the academy it makes sense for us to look at who is best placed to take them forward. The college will continue to work in partnership with ALT.”

He said the grade three college had been “disappointed” by the Ofsted judgement on



the school, but added that it had “confirmed what we had identified following the results last year”.

Poor performance had already prompted a pre-warning notice from Education Secretary Nicky Morgan (pictured below) two months earlier, before school principal Andrew Fell stood down in November after a decade in the post. He was replaced last month by Craig D’Cunha.

The report described student progress as inadequate, especially in maths, and said standards among year 11 pupils were low. It also said that leaders including governors, did not have a “clear and accurate view of the academy’s strengths and weaknesses” and had not taken action to “improve teaching or raise achievement.

It said: “The academy does

not communicate effectively with parents. Parents have lost confidence in the academy, particularly in its leadership and management and the quality of the teaching.”

Mr Muller said a “robust action plan as agreed with the regional schools commissioner” was in place and “we have taken a number of actions to ensure that the pupils are receiving an improved educational experience”.

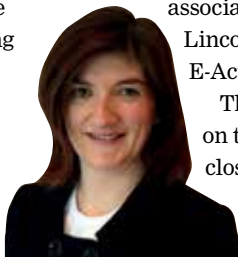
“Having an Ofsted inspection at this time validates the actions already taken and keeps us focussed on moving forward and not letting standards drop back.”

It comes after *FE Week* revealed last month that three FE colleges had stepped in to take on schools run by E-Act (formerly EduTrust Academies Charitable Trust), which has been hit with two financial notices to improve by the Education Funding Agency since 2013.

E-Act controlled more than 30 schools before the DfE asked it to scale down last year after Ofsted inspectors raised concerns about the performance of a number of the chain’s academies

South Gloucestershire and Stroud College will run Forest Academy in the Forest of Dean from March, while academy trusts associated with Leeds City College and Lincoln College have already taken on E-Act schools.

The Suffolk academy consultation on the new sponsorship arrangements closes on February 12 and, pending the outcome, the transfer will be made on March 1.



Fraudsters outwitted in £5.8m new build banking scam

@REBECCAACKOONEY
REBECCA.COONEY@FEWEEK.CO.UK

Police are hunting fraudsters who tried to rip off an Essex college by pretending be behind work on its £5.8m campus build, *FE Week* can reveal.

Colchester Institute got a letter purporting to be from the construction outfit behind its new South Wing (pictured right) — but the request for payment via new banking details was checked and found to be bogus.

“It would have been big money,” said Colchester Institute’s financial controller, Tanya Ellingham (pictured), who was part of the team that outwitted the fraudsters.

“They obviously target colleges who they see are having building work done and of course you can see who’s doing the building work because it’s on the signs on campus.”

The foiled attempt to misdirect funds bears a striking resemblance to the scam that cost St Aldhelm’s Academy, in Poole, Dorset, £1.2m in July 2013. The school, just like Colchester Institute, had contracted a building firm for work, but was asked for payment via alternative banking details by fraudsters posing as the contractors.

St Aldhelm’s principal at the time Cheryl Heron said it hadn’t affected the running of the school, but the Education Funding Agency’s annual accounts for 2013-14, out

last month, revealed the loss had still not been recovered and that “the incident is currently the subject of an on-going police investigation”.

The Colchester incident also comes a month after *FE Week* revealed how a fraudster, calling himself Brian Hall, posed as a bailiff and targeted finance directors in at least eight colleges, including the College of Haringey, Enfield and North East London and City of Southampton College. It is understood that no college fell for the scam, which centred on Northampton County Court, to which a non-existent debt running into thousands of pounds was meant to be owed.

Michael Johnson, vice principal for finance at City of Southampton College, which was contacted on January 6, said: “He bombarded us with calls suggesting he was getting closer and closer to the college — but he was very pleasant. He tells you he’s giving you a direct number that’s not on the website to help you avoid getting stuck in a queue.”

The incidents were reported to Action Fraud, as was the attempted fraud at



Colchester Institute, where the construction outfit confirmed it had not been behind the request for payment.

“We followed our usual checks and procedures — which included ringing the company on the number we have on file, not the number on the letter,” said Ms Ellingham.

She added: “It’s nice when something like this does happen when you catch it — you can see what these processes are for and that they work.”

An Association of Colleges spokesperson said: “Colleges always need to be alert for scams. If colleges suspect an attempted scam or fraud they should report the matter to the police.”

A spokesperson for Action Fraud said the incident was being investigated. She also said last month’s bailiff scam had been passed to Greater Manchester Police, where no one was available for comment.

Pressure mounts for Labour 16 to 19 ringfence policy

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The pressure is mounting on Labour to reveal whether it would introduce an FE and skills funding ringfence after the Conservatives made their positions clear to widespread sector criticism.

Ed Miliband’s party is yet to say if it would extend the existing ringfence for schools funding to include the 16 to 19 budget having seen Prime Minister David Cameron refuse to do so.

Mr Cameron said on Monday (February 2) that the ringfence in place from 2010 would continue for five to 16-year-olds if his party remained in office after May’s general election.

Association of Colleges chief executive Martin Doel, who described the decision not to include the older teenage budget within the ringfence as “desperately disappointing,” was among Mr Cameron’s subsequent critics.

However, Shadow Education Secretary Tristram Hunt said he would “prioritise schools”, but would not comment on FE funding.

It comes after the Lib Dems last year pledged to protect education funding “from cradle to college”, but it remains unclear whether FE funding within the ringfence could be used on early years or schools.

And just two days later Labour suffered a House of Commons setback when its plans to scrap apprenticeships of less than two years’ duration and below level three lost an Opposition Day vote 294 to 218.

The motion was criticised by government ministers and MPs who accused the opposition front bench of “dismissing” level two apprenticeships.

But Shadow Business Secretary Chuka Umunna said: “It is not to devalue them, it is frankly to bring them up to the same benchmarks as our competitors who are more productive than us.”

He said his proposals were not about doing away with lower level apprenticeships, but re-branding them. He also said he would give local councils more power over apprenticeships, including over enforcement of the minimum wage.

Responding on the minimum standards issue, Business Secretary Vince Cable said: “I think there is an important point about levels. I think the honourable gentleman dismissed too easily the value of level two apprenticeships.

“He seemed to imply that these were not quite apprenticeships, but actually there is quite a lot of statistical evidence that people who do a level two apprenticeship and no more have significantly higher earnings than people who don’t go through that channel.”

Mr Cable used the debate to defend the government’s record, and said he had acted to protect FE spending as much as possible in the early days of the Coalition.

'No gap' assurance amid ESF funding delay concerns

@REBECCA.COONEY

REBECCA.COONEY@FEWEEK.CO.UK

The European Commission and the Department for Work and Pensions (DWP) have vowed there will be no gap in funding for European Social Fund (ESF) projects for the unemployed following fears of a delay in renewing the programmes.

The two bodies defended themselves after the Association of Employment and Learning Providers (AELP) expressed concerns that a delay in introducing new funding could leave providers unable to continue offering the training.

The ESF programmes run on a seven-year cycle and were due to be renewed in December, when programmes for Wales, Scotland and Northern Ireland were agreed.

A European Commission spokesperson said the programmes for England and Gibraltar were "still in the negotiation process, and are expected to be ready for approval in the coming weeks".

An AELP spokesperson warned a gap in funding "could mean some providers would have to take decisions about reducing capacity".

However, the European Commission insisted



the delay would not cause a gap in funding. "There is still a significant amount of funding from the current programme left to spend and programmes will continue to be funded throughout 2015," said its spokesperson.

"Accordingly, the UK authorities' plans are proceeding on the basis that the pending programmes are agreed in principle by February 2015 and project calls can start the following month in order to avoid a gap in funding between the 2007-13 and 2014-20 programmes."

A DWP spokesperson said: "There will be no gap in funding. Any administrative delays from the European Commission are more than covered by our own financial planning for this scheme."

The move was described as "very positive news" by AELP chief executive Stewart Segal.

"We hope the UK government agrees with this setting out of the current position and it will ensure that there is no gap in funding," he said.

"We're aware that a substantial proportion of ESF funding will be allocated via the Local Enterprise Partnerships and it's important that their procurement process is effective, open and transparent."

Julian Gravatt (pictured), Association of Colleges assistant chief executive, said he was aware of the delay.

"These programmes play a significant role in helping colleges re-train people who are unemployed," he said.

"We're naturally concerned about the impact of any delay."

SFA REVIEW CLEARS COLLEGE

The Skills Funding Agency (SFA) has cleared a London college of any wrong-doing over a £4.1m budget black hole uncovered last year.

The SFA said there would be "no further investigation" of Ealing, Hammersmith and West London College, which hit the headlines in March after a draft audit report leaked to the Evening Standard raised concerns about possible "data falsification" in connection with the deficit.

But the college refused to release a subsequent report by Grant Thornton which was the basis of the SFA's decision not to investigate further.

A college spokesperson said: "The college

is satisfied the audit has come to a natural and expected conclusion."

She added: "This is a confidential internal audit report and as such it cannot be shared."

An SFA spokesperson said: "Following an independent financial audit by Grant Thornton, we reviewed the findings and concluded that no further investigation was required."

The deficit was first identified in the college's audited accounts for 2012/13, and prompted governors to commission the college's internal auditors Grant Thornton to undertake a review.

Principal's defence on tables data

A principal has defended her University Technical College (UTC) after it came in dramatically below other institutions in official league tables data.

Joanne Harper, principal of UTC Reading, said it had been caught out because the only students included in the data were 18-year-olds who had left other institutions and were only half way through courses at Reading.

The issue meant the UTC appeared to be the second worst institution in the country for vocational average points score per full-time student, as previously reported by *FE Week*.

"But on the average point score per vocational entry, we scored equivalent to a distinction plus, so in terms of the results a

student has in their hand when they leave they are above the national average," said Ms Harper.

"So the per-student measure doesn't really support what's happening on a day-to-day basis."

In the same dataset, 14 of 17 studio schools and UTCs listed fell below the government targets for GCSEs.

However, a spokesperson for the Baker Dearing Trust, which oversees UTCs, said a government decision to discount thousands of vocational qualifications in league tables "had an impact" on results.

The Studio Schools Trust declined to comment.



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‘Devil in the detail’ warning on Ofsted’s new CIF

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Ofsted has been warned that the “devil will be in the detail” when it applies a new common inspection framework (CIF) across FE, early years and schools from September.

It was exclusively revealed in *FE Week* in August that the education watchdog planned for inspections to be “harmonised” under one CIF.

And Ofsted said on Tuesday (February 3) that it was pushing ahead with the proposals it claimed would bring “consistency and fair comparison” to inspection results.

The proposals included more frequent but shorter inspections of good FE and skills providers and schools, and uniform headline fields of effectiveness of leadership and management; quality of teaching, learning and assessment; personal development, behaviour and welfare; and, outcomes for children and learners.

But with different sector inspection handbooks due to be issued in June, James Kewin, deputy chief executive of the Sixth Form Colleges’ Association, warned comparison may not be as easy as Ofsted hoped.

“The devil will be in the detail. Maintaining different ‘remits’ under a single inspection framework will mean that school/academy sixth forms will not be inspected in the same way as sixth form colleges,” he said.

“For meaningful comparisons to be made between school/academy sixth forms and sixth form colleges, the same handbook and crucially — the same data and benchmarks — must be used.”

Joy Mercer, senior policy manager for quality and accountability at the Association of Colleges, said: “We strongly agree that school and academy sixth forms should be inspected in the same way as college provision for this age group.

“We are unconvinced that a new CIF will meet the needs of students aged 19 or over, including those whose training is being funded by their employer, apprentices or those taking courses to help them back into employment.”

Ofsted said sixth form colleges would be covered by the FE and skills handbook and school/academy sixth forms would fall under the maintained schools and academies remit.

It spokesperson said: “We are introducing the new CIF as it is important that settings that offer similar provision are inspected under the same framework (for example sixth form colleges and school/academy sixth forms) to ensure consistency and fair comparison between similar provision.

“As part of this we, will move towards aligning inspection criteria between different, similar settings as far as it is appropriate.”

Ofsted’s eight-week consultation on the unified CIF plans, entitled *Better inspection for all*, closed before Christmas and its subsequent report on almost 5,000 responses, indicated broad support.

In addition to the new headline fields, FE and skills providers



Clockwise from bottom left: how fewweek.co.uk broke news of Ofsted’s unified CIF plans in August, a two-page *FE Week* analysis of the consultation in December, the *Better inspection for all* consultation report released on February 3 and Ofsted director of FE and skills Lorna Fitzjohn in an exclusive *FE Week* interview on the new CIF plans in November

FE WEEK VOTE BACKED BY REPORT

An *FE Week* poll that uncovered almost 91 per cent support for outstanding providers to be inspected within a definite time period was borne out by the Ofsted consultation on a unified common inspection framework (CIF).

The education watchdog’s report on its consultation revealed that “many respondents” wanted outstanding providers to face regular inspections under the new CIF.

The fewweek.co.uk poll late last month saw 131 votes cast, with 90.8 per cent making the same call. The issue was raised after *FE Week* reported how two formerly outstanding providers fell straight to inadequate having gone uninspected for a total of more than 12 years.

But Ofsted has said that outstanding providers would still, under the new CIF,

“usually only have a full inspection if their performance drops or there are other compelling reasons”.

A spokesperson for the education watchdog said that any change to the inspection regime for outstanding providers would require a change in legislation.

A spokesperson for the Department for Business, Innovation and Skills said there were “no plans” for such legislation.

However, she said: “All colleges, including those rated outstanding, are regularly risk assessed through a number of means including financial updates and course successes.

“Ofsted is committed to inspecting at least 5 per of outstanding providers each year and prioritise those where there are indications that performance has dipped.”

will have the following areas of provision graded “where appropriate” — 16 to 19 study programmes, 19+ learning programmes, apprenticeships, traineeships, employability, learners in receipt of high needs funding, community learning, 14–16 provision in colleges full-time and part-time.

Stewart Segal, chief executive of the Association of Employment and Learning Providers (AELP), said: “We support the creation of a common approach to inspection. The detail of how those common principles are interpreted need to be set out clearly in the guidelines.

“The timescales for making those changes [before the handbooks are published] is very tight and we hope Ofsted

will work with providers to ensure the new framework is clear.”

Dr Lynne Sedgmore CBE, executive director of the 157 Group, said, “The move by Ofsted towards a CIF for all educational provision is a move towards greater equality.

“The critical thing now will be to ensure sector engagement with how these overarching changes will be implemented in practice.”

A Department for Education spokesperson said: “A robust and effective school inspection framework is a key part of our plan for education and we are pleased Ofsted is bringing in these changes that will drive further improvements.”

The Department for Business, Innovation and Skills declined to comment.



James Kewin



Joy Mercer

More practitioners in on inspections

Plans to boost the number of Ofsted inspection teams with at least one serving practitioner have been welcomed across the FE and skills sector.

The education watchdog revealed the drive in its report on the new unified common inspection framework (CIF) consultation, saying it was “encouraging more serving practitioners to join” its inspection teams.

An Ofsted spokesperson told *FE Week*: “Currently, 54 per cent of FE and skills inspection teams contain a current practitioner. The longer term aim is to have a serving practitioner on every inspection team.”

He added: “In terms of practitioners’ backgrounds, we have sought expressions of interest particularly from serving education professionals within schools, children’s centres and post-16 provision.”

Stewart Segal, chief executive of the Association of Employment and Learning Providers (AELP), said: “As we said in our response to the consultation, it’s important to have inspectors with knowledge of the sector and the type of provider being judged and we’re delighted that Ofsted shares that view.

“AELP looks forward to working with Ofsted on taking these plans forward.”

James Kewin, deputy chief executive of the Sixth Form Colleges’ Association, said: “This is a welcome announcement.

“Inspection teams will benefit from the inclusion of individuals with up to date and relevant experience of delivery on the ground.”

Pressure for such a move has been growing and was a subject raised by the *FE Week* Secret Principal columnist last month.

It was also covered by Barry Lord-Gambles, contracts director for Greater Manchester-based Venture Learning, which fell straight to an ‘inadequate’ Ofsted rating last month from its previous outstanding inspection six years ago. He said there should be more inspectors with contemporary sector experience.

Dr Lynne Sedgmore CBE, executive director of the 157 Group, said: “We wholeheartedly support the inclusion of more serving practitioners. Quite aside from the richness and expertise practitioners undoubtedly bring to individual inspections, this is an important acknowledgement that the long-term key to a self-improving system lies with serving practitioners.”

The planned introduction of the new CIF comes just over two years after the current FE and skills inspection regime was introduced.

There were 4,390 responses to the online consultation questionnaire on the new CIF plans, as well as qualitative data gathered through consultative events including more than 40 short inspection pilots with FE and skills providers and schools.

Almost 80 per cent of respondents backed the introduction of a new unified CIF.

No one from the Association of Colleges was available for comment on the practitioner plans.

President Atkins reveals concern over falling performance

@REBECCA COONEY

REBECCA.COONEY@FEWEEK.CO.UK

Association of Colleges (AoC) president Richard Atkins has told of his concern at in depth research by *FE Week* that uncovered how the sector's Ofsted inspection performance was plummeting.

The results of research, which featured in last week's newspaper, showed the proportion of general FE and tertiary colleges inspected so far in 2014/15 and graded inadequate or told to improve was up 27 percentage points on last academic year to 69 per cent.

It was a similar story for sixth form colleges and independent learning providers as 66 per cent of inspections across the sector resulted in providers being rated as inadequate or requires improvement so far this year — it stood at 36 per cent last year.

"I'm disappointed and concerned because we'd had two years where it was creeping up," said Mr Atkins, principal of outstanding-rated Exeter College.

"There's an element of course where they're not doing inspections randomly, they're picking the colleges that are grade three and grade four.

"But I think we are assessed in a very tough way on the English and maths. That was a brand new policy 18 months ago — colleges didn't have to implement it until last summer and yet every inspection report has had quite a bit to say on English and

Richard Atkins



maths, so I think that's quite tough."

Mr Atkins is the seventh AoC president and counts Bournville College principal Michele Sutton CBE and City College Coventry governors' chair Maggie Galliers CBE among his predecessors. They were principals at Bradford College and Leicester College, respectively, at the time of their appointments.

"I was nervous about starting the job and about balancing it with my college," said Mr Atkins.

"I thought it would be hard work but I may

have underestimated it. Having said that, I've enjoyed it more than I thought I would — it's actually been fun."

Nomination papers were sent out last week for the AoC president's role. An election will be held from March 9 until April 1 and two days later the new president will be announced.

Visit feweek.co.uk for a revealing Q&A session with Mr Atkins covering his most nerve-racking moment of the last year and the achievement he is most proud of

A president's top five tips for presidency

- Your college needs to be relatively stable in terms of quality and finance and so on — no college is totally stable, but relatively. You should also have a recent Ofsted visit behind you, not looming in the next year
- You have one or two people within the senior team you can genuinely delegate significantly more to and have trust and confidence in them that they can take on some of your roles
- You have a genuine appetite and really want to be in policy development, influencing and meeting politicians, stakeholders and civil servants
- You should be accessible to London as a lot of work is based there — I'm two and half hours away, which is fine, but I'd have thought four hours would be a killer although it depends on personal toleration. But you also have the happy with travelling around the country as well as trying and visit the regions.
- You need some experience as a principal — I'd say it's not for someone in their first three, four or five years



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FE WEEK COMMENT

A perplexing payout

A Skills Funding Agency payout before the end of the month sounds like a nice little surprise doesn't it?

But these providers will be the very ones burnt by not being paid for over delivery last year.

In light of this, they will have scaled back — but the surprise allocation will mean a rush to put courses back on to use the funding before August.

It all raises questions about the agency's ability to manage its funds, and by extension those of the wider sector.

It hardly comes across as a sensible way to run a skills system and that's before we even start to scratch the surface to look at why this decision was made and why now.

And questions remain about the basis on which it was decided that colleges and local authorities would benefit while independent learning providers would not.

All in all, it looks like a rushed and crude way to offload unspent non-apprenticeship funding (likely to run into the tens of millions of pounds) before the end of the financial year.

Chris Henwood

chris.henwood@feweek.co.uk

TOP OPPOSITION DAY TWEETS See page 4

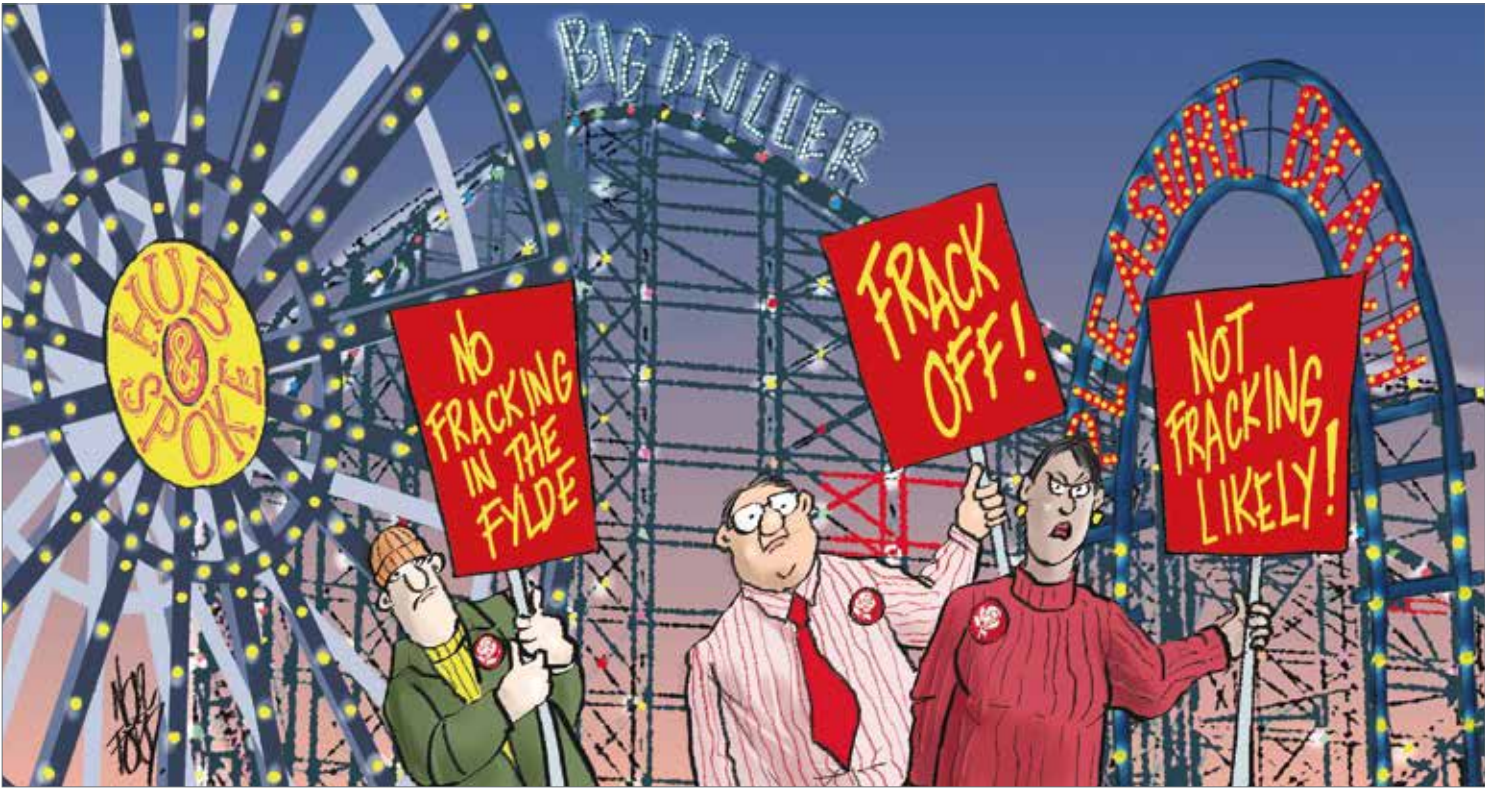
@dis_politics: @neil_mp #apprenticeships debate - please ensure Conservative policy includes disabled people and their prospective employers. #GE2015

@NOCN1: Good to see @ChukaUmunna supporting high quality #apprenticeships as NOCN continues to work with #construction #trailblazers!

@TomBewick: @vincecable confirms in Commons debate that funding reforms 4 #apprenticeships eg PAYE are on hold 'till after the election @AELPUK

@Lab_Westbourne: FAILED - this govt. has devalued the #apprenticeships brand by rebadging existing training @LabourBIS @vincecable

@GordonMarsden: #apprenticeships Chuka Umunna says many of claimed Govt apprs are just rebadged previous training - appr numbers 19-24 yr olds fallen by 6K.



Fracking vote 'won't affect' National College plans

@REBECCA COONEY
REBECCA.COONEY@FEWEEK.CO.UK

Leaders of the new National College for Onshore Oil and Gas have played down the possibility of a local council vote against a fracking proposal affecting their plans.

Bosses at United Kingdom Onshore Oil and Gas (UKoog), whose National College will be based at Blackpool and the Fylde College, saw a cross-party group of MPs fail in their bid to ban fracking a fortnight ago.

But they now face a wait of almost two months to find whether Lancashire County Council members follow the advice of their planning officer and throw out proposals from shale gas explorer Cuadrilla for new wells in the Fylde.

A Blackpool and the Fylde College spokesperson said it would not be commenting until a decision on the application had been made, but UKoog said the ruling — deferred by councillors on January 28 — would have no impact on plans

to develop the National College in the area.

The council planning officer's report on Cuadrilla's proposals read: "It has not been satisfactorily demonstrated that noise impacts would be reduced to acceptable levels and would therefore unnecessarily and unacceptably result in harm to the amenity of neighbouring properties by way of noise pollution."

A Cuadrilla spokesperson said it had developed "mitigation measures" to deal with the noise while a consultation on the new proposals was being carried out.

The local general FE college was designated as the National College "hub" in November, with other colleges, including Portsmouth's Highbury College operating as "spoke" sites.

The college is expected to provide qualifications from A-level equivalent up to postgraduate degree level, and train teachers and regulators. It will also accredit training and academic courses run by other institutions.

And Corin Taylor, senior adviser at UKoog,

said the MPs' vote against a fracking ban highlighted the need for the National College.

"MPs overwhelmingly rejected proposals for a moratorium on shale gas development, which means that the industry can proceed with the process of finding out how much gas we can recover from the shale deposits beneath our feet," she said.


"This underlines the need for the National College, headquartered in Blackpool, which will be an exciting development for the UK and Lancashire in particular."

The ban proposal was rejected by 308 votes to 52, but the government accepted a second amendment to the government's infrastructure bill by Labour imposing 13 extra controls on when fracking can be carried out.

If the bill is approved by the House of Lords and passes, the restrictions on fracking in the future will include a range of new checks of the structural integrity of gas wells and their potential impact on the surrounding environment.

COMMENTS	CORRECTION
<p>'Mistakes' led to 'costly and inefficient' buildings</p> <p>Rather ironic but sad that someone making a judgement on the efficient use of public funds should then suggest to sell off a building and describe it as 'costly and inefficient' — Can't see that having a positive effect on the price tag of that building. Someone is about to get a real bargain!</p> <p>Country Bumpkin</p> <p>Forget about the buildings!! West Cheshire College does remarkable work for its students. It supported my then 16-year-old son who was profoundly dyslexic and functionally illiterate — having lived abroad since the age of eight — so that he was able to go to Staffordshire University (another great institution), gain a</p>	<p>credible degree and is now a working artist blacksmith with his own business.</p> <p>Peter Cobrin</p> <p>I have worked at three FE colleges all of who are now in severe financial difficulty. They run redundancy programmes to cut costs but do not consider reducing their very costly estate. Every college I have worked with carry out estate utilisation surveys annually (I think it is or was an SFA requirement) and none of them exceeded more than 30 per cent utilisation for any of their buildings. This is a scandal and no private business would allow itself to run so inefficiently. No wonder FE is in such a mess financially. It needs to be led more by those with a business head on them.</p> <p>Mike Pearson</p>
	<p>Stoke-on-Trent College achieved a grade two — good — Ofsted result in January last year, having been inspected the previous month.</p> <p>It was incorrectly reported in the last edition of <i>FE Week</i> that the college was a grade three — requires improvement — provider. <i>FE Week</i> would like to apologise for any concern or distress caused by this inaccuracy.</p> <p>And the <i>FE Week</i> newspaper profile two editions ago on Ofsted deputy director for FE and skills Marina Gaze incorrectly referred to her surname as Haze. <i>FE Week</i> would like to apologise for any concern or distress caused by this inaccuracy.</p> <p>Both errors appeared in print, but not online.</p>

Dear



Dr Sue

Email DrSue@feweek.co.uk for help from sector agony aunt Sue Pember on the third Monday of every month. The best question wins a £100 Amazon gift card

City & Guilds makes Oxford provider move

Awarding organisation City & Guilds has announced its acquisition of privately-funded independent learning provider The Oxford Group.

It said it had bought The Oxford Group, which specialises in management training, leadership development and executive coaching, in a bid to expand its offer to employers.

Chris Jones, director general of the City & Guilds Group, said: “Across the world, business and political leaders are worried about building the skills of individuals to help businesses and economies grow.

“Leadership and management skills are essential to the success of any business; in today’s interconnected, complex world, developing the skills of your senior leadership team has never been more important to business growth.”

Nigel Purse, chair of The Oxford Group, said: “Our strong brands and our values are complementary and we already have a great track-record of working together.

“Most importantly, we will be able to offer even more services and support to our clients across the world.

“After several decades of building our business across the world, we are delighted to begin a new chapter by joining the City & Guilds Group.”

Fetl focus on third sector challenges

The Further Education Trust for Leadership (Fetl) has handed fellowship grants, worth up to £40,000 each, to four senior figures from the world of FE. Reporter Paul Offord spoke to Tim Ward (pictured) in the third of four *FE Week* articles to focus on the chosen fellows.

Concern over the declining role of the third sector in training provision inspired Tim Ward’s application for a Fetl fellowship grant.

Mr Ward has been chief executive of The Learning Curve since 1999. The organisation is a charity focused on education and skills for the most disadvantaged and excluded, and Mr Ward has also been chair of the Third Sector Learning Alliance, which supports voluntary, community and social enterprise learning providers, for the last five years.

He said he felt passionately about the role that the third sector plays in delivering learning and skills provision, particularly for the most vulnerable and disengaged.

It is why he plans to use his fellowship to explore the challenges of leadership among third sector providers and how to meet them.

He said: “The position of third sector providers in the publicly-funded learning and skills system has been increasingly under threat. As little as eight years ago, more than 400 third-sector organisations held direct contracts with the Learning and Skills Council. Now there is barely 10 per cent of



that number holding [direct] contracts with the Skills Funding Agency and the Education Funding Agency.”

He added third sector organisations involved with FE were at a disadvantage compared to general FE colleges and independent learning providers (ILPs).

“ILPs can generate money through equity investment, while colleges receive capital grants and are able to borrow large sums to improve their provision and help guarantee their survival,” he said.

“It’s much harder for charities to secure loans and taking on contracts in the constantly changing world of training can be

a risky business for us.

“We are a small but perfectly formed part of FE, but I do worry about the future of third sector training.

“I hope my research will highlight the good work that it does and perhaps throw up some ideas for how we can be more successful in FE.”

Jill Westerman CBE, chair of Fetl, said: “Tim is a nationally respected leader in third sector learning and skills. His Fetl fellowship will investigate the particular challenges faced by third sector leaders of learning and how they contribute to the complex ‘ecology’ that is FE and skills.”

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The difference in Jersey was that we weren't funding for specific groups of learners — we just got a lump of money really



SALLIS BEYOND THE SEASHORE

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College catchment areas can owe as much to constituency borders as they can to the routes of local buses clad with enrolment day advertising.

But it was far simpler for Professor Ed Sallis when he was principal of Highlands College — his catchment area limits were the Jersey seashore.

"There wasn't the level of competition because we were the only college, and we had potentially a finite number of learners," he says.

"We had to think of ways of being relevant for the whole community."

Sallis put on honours degrees with Plymouth University because "what people wanted was not just to foundation degrees but to do honours degrees because even if they couldn't get off the island they wanted the whole thing".

He adds: "We developed one or two of our own quals that were specific to the finance

industry in Jersey, particularly around the issue of trust companies which don't really exist anywhere else in the UK. So it was a lot of that type of thing."

Sallis, aged 66, came to the attention of England's FE and skills sector in December when it was announced that he was to head the Education and Training Foundation ETF taskforce looking at the teaching and accreditation of maths and English — including Functional Skills but not GCSEs — for learners unable to reach D grade GCSE.

"At the moment we don't have an answer to what employers really think of Functional Skills because it hasn't been researched," he says.

But what is clear, he says, is the importance of basic English and maths skills, in whatever form they're taught.

"There are an awful lot of people in FE who do have a life-changing experience, but they can't have it unless they've got the basics," he says.

"To some extent getting a qualification, in level one Functional Skills or whatever, is a

real achievement in a way that going from an E to a D at GCSE isn't.

"Having said all that, I do very much agree with Professor Alison Wolf that GCSE is a gold standard, so you should give as many people as possible the opportunities to do it — but on the other hand, you need some stepping stones.

"What we need to do is to make certain that the stepping stones are as good as they possibly can be."

Sallis's own career stepping stones started at 16 having left school to train in chartered accountancy. But it lasted less than a month before he went back to school to differing reactions from mum Winifred and dad Leslie.

"My mother was a very interesting person who was a secretary in Churchill's war room during the war," he explains.

"She was passionately interested in education. She was one of these people who didn't have the chance herself really, but later on in life she did a lot of Workers' Education Alliance classes and began organising them."

His father, a salesman from East London

who became vice-president of an American multinational in London, was less sure.

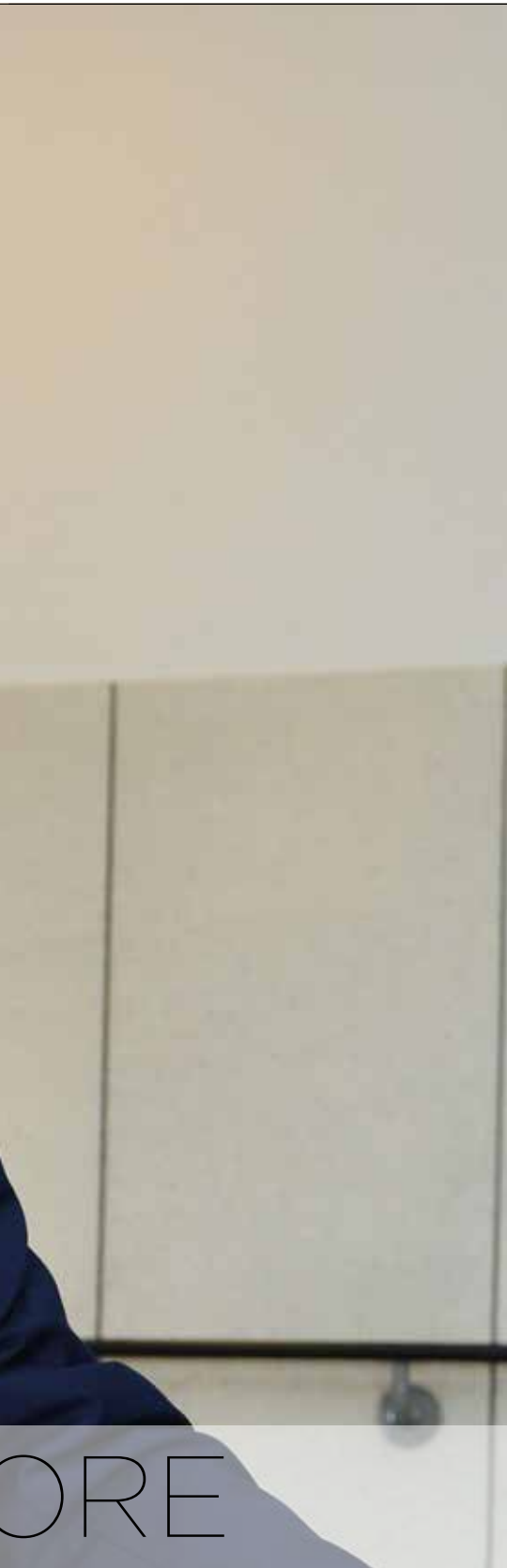
"My father was a typical East End chap who made good. He was remarkable," says Sallis.

"He thought I ought to do something much more business-orientated — qualifications that didn't necessarily go somewhere wasn't a world he understood."

After sixth form and a degree in politics and economics at the University of London, Sallis found himself back in accountancy, and realising he didn't really want a future as a tax inspector, he again took inspiration from a friend who worked at Peterborough College.

"He seemed to be having a far more interesting time of things than I was, so when I saw an advert in the paper for a lecturer in general studies, and I hadn't a clue what it was about, I applied. I was interviewed, and I got a job in FE," he says.

The job was at Acton Technical College (now part of Ealing, Hammersmith and West London College) where general studies was a newly-introduced subject at a college that



It's a personal thing

What is your favourite book, and why?

At the moment I'm reading Juliet Barker's *England, Arise*. It's a history of the peasants' revolt of 1381. Medieval history is one of my passions

What do you do to switch off from work?

People who are not genuine. Hypocrisy

What's your pet hate?

I walk on the beach — I'm fortunate enough to live in Jersey and the beach is just down the road. And I play a very bad game of golf. Basically, I like being out in the fresh air

If you could invite anyone to a dinner party, living or dead, who would it be?

I'd probably ask Sebastian Coe, because I'm very interested in athletics and sports, and I admire the work he did with the Olympics. I'd probably ask Winston Churchill as well. That would make a nice dinner party

What did you want to be when you grew up?

I didn't have a clue

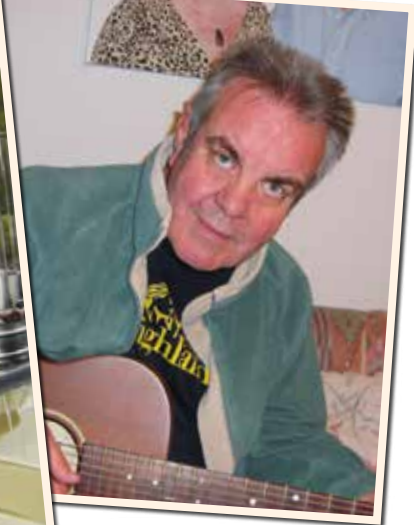
Sallis's wife Kate, Sallis and his niece Helen at the palace to receive Sallis's OBE in 2010



Sallis cooking on safari in South Africa



Sallis playing guitar



Sallis and wife Kate

hitherto only taught science and engineering.

“Today, you wouldn’t have a college that just did engineering and science — it’s interesting to see how FE has developed and matured over the years. And it was terribly small, but one of the good things about it was they did a lot of broadening studies, which included literacy and numeracy work and economics, with apprentices,” he says.

“And the great thing in terms of my career was that I did get to teach a whole range of people a feel of what was out there.”

The college had another long term benefit for Sallis’s career.

“The principal at the time was a chap who gave me quite a lot of time and encouraged me to think about FE as a career,” he says.

“And although I thoroughly enjoyed working there, he said: ‘There comes a point where I’m not going to promote you, you’ve got to go somewhere else as it’s going to be better for your career.’”

And Sallis, a former director of the Centre for Excellence in Leadership who was awarded an OBE for services for education in 2010, says he “took that on board”, moving to Hackney in East London, to Slough, to Somerset, to Guildford and to Bristol before making the move to Jersey, where his experience was one that would likely turn principals in England green with envy.

“The difference in Jersey was that we weren’t funding for specific groups of learners — we just got a lump of money really,” he says.

He adds: “But we had to make sure that we offered qualifications sometimes where there were very, very few learners and the programmes weren’t particularly economic to run.

“There wasn’t a college down the road so you had to make certain that if there were three or four learners for something that employers wanted you could still offer a programme. You couldn’t say ‘sorry, it’s not viable’ — you had to do it.”

It was the uniqueness of the situation in Jersey that attracted Sallis to the role, although he says he’d always been “ambitious”.

“We don’t have an answer to what employers really think of Functional Skills because it hasn’t been researched”

“I’d always thought I could be a principal,” he says. “It was just waiting for the opportunity.”

Throughout though, he says he’s always been keen on “keeping a foothold in the classroom”.

“Because actually I think it’s important,” says Sallis.

“It’s difficult, and it becomes, I suppose, in the end, an almost impossible thing to do, but I’ve always tried to be as close to the classroom and to be in it as much as I can.”

In all that moving around, in the early 90s Sallis also found time to do a PhD in quality management in education, something which at the time “was a strange new concept”.

But even today, he says, pedagogy in FE is “under-researched”.

“There’s a lot more going on than there used to be, but when you compare it with the amount of research into schools and higher education, really there is an awful lot of stuff we don’t know.”

Sallis’s ETF review is due to conclude next month.

EXPERTS



THE INDY SCENE

John Hyde is the chairman of HIT Training, a hospitality training provider that operates across England, and on the second Monday of every month he writes in *FE Week* about issues affecting independent learning providers

By the time you read this, it will be just 90 or so days until we know the general election result, although it could be several days or even weeks before we know who will be governing us.

Indeed the 2015 general election may be the catalyst for a radical change in British politics possibly leading to proportional representation and even federal government.

This must be better than the appeasement political decisions that have led to the current bizarre devolution situation we find ourselves in today. It's one that could cause a constitutional crisis as England realises the inequality of taxation in services, especially in education and health, between the four countries.

So what has this to do with skills training and apprenticeships?

We engage with national and international companies who are bemused that a geographically small country like Britain does not have a national skills policy and apprenticeship provision. They find it bizarre that eligibility, content and access is totally different in each of the four nations.

We try to facilitate, where possible, a single apprenticeship programme for national companies to meet their needs, rather than submit to the processes of the individual devolved countries.

So why does this matter now? Well in coalition, Scottish MPs from the SNP may wish to impose the Scottish apprenticeship and skills agenda onto England, however inappropriate, or the Welsh MPs may recommend cost savings by slashing the FE and skills budget as they have done in Wales.

More seriously are the consequences of the 'localism' agenda, which seems to have got entrapped into the devolution debate. Local enterprise partnerships (Leps), which initially started as a sop to Heseltine's second regeneration report, are not only becoming more influential but are increasingly gaining more spending power which is only likely to increase as all parties appear committed to more localism.

The haphazard way they were allowed to develop, creating their own boundaries outside of local or regional government boundaries with some covering extremely large geographical areas while others just covering a single town creates problems for a national provider to liaise with all of them.

Whatever the election results, we are sure the spending power and influence of the Leps will increase and we are planning how we will liaise face to face with each of them.

With three months of politicking to go we will hear more and more inflated promises on increasing apprenticeships at a time when they are in flux and employers are confused.

Do we really believe a different in-coming government would implement planned

reforms of an out-going administration?

The track record of the 61 ministers who have had control of apprenticeships over the last three decades would not support this. Each minister has wanted to put their, or their party's, agenda into place.

With at least 700 Trailblazer apprenticeship standards still needed to be developed, there will be a vacuum in provision.

With three months of politicking to go we will hear more and more inflated promises on increasing apprenticeships at a time when they are in flux and employers are confused

Nobody seems to be concerned that nearly all the current Trailblazers are coming in at the highest funding rates.

Even with employer contributions, which may or may not actually be implemented, government will be paying double what they are currently paying for basically the same qualifications.

I trust somebody at the funding agencies is doing the sums or we will end up in the same mess as the colleges' capital building debacle.

If the current rates for the approved Trailblazers are implemented, the budget will have to double just to keep apprenticeship numbers at their current level without any additional funding for growth.

Hard analytical research into the assumed benefits of the trailblazer apprenticeships over the existing SASE ones needs to guarantee that at a time of cutbacks in all government expenditure, they are twice as good if they are going to cost government twice as much.

This is the unintended consequence of putting no financial controls into the design of the Trailblazers.

Whichever party or minister takes up the apprenticeship reigns in May, they will be handed a poison chalice.



DR LYNNE SEDGMORE

Executive director of the 157 Group

Colleges face cuts while academies cash in

With growing rumours that around 50 FE colleges are in financial difficulty, Lynne Sedgmore considers why the sector has been so badly troubled while schools appear to be unaffected

Politicians of all parties regularly commit themselves to closing the academic-vocational divide or to raising the status of technical education to the level enjoyed by academic programmes.

They are no doubt sincere, but discrimination against the vocational route is so deeply ingrained that, without intending to they constantly act to reinforce it.

Two items of recent news illustrate the indirect discrimination that so often undermines our leaders' fine aspirations.

The first piece of evidence is a rumour circulating in the sector that around 50 FE colleges are in serious financial difficulty.

If it were five colleges the responsibility would, in all probability, lie at the door of local management — for 50 colleges to experience serious problems at the same time, however, suggests a systemic problem.

College management has not suddenly deteriorated in dozens of colleges; something has gone wrong with the strategic leadership of the sector; leadership beyond colleges.

School budgets are protected by a ring-fence which does not apply to those aged 16 and over and of course schools don't have to contribute to capital development in the same way colleges do

It is not difficult to find the major cause. Many colleges were encouraged by the Skills Funding Agency's predecessor body, the Learning and Skills Council, to take on ambitious capital redevelopment programmes.

The very competitive environment set for the sector has been another spur to invest

in improved buildings in order to maintain recruitment.

Since colleges have to finance a major part of their capital development themselves many have high borrowings and now face a 'perfect storm' as funding rates have been repeatedly cut for 16 to 19-year-olds in recent years and funding numbers slashed for adult provision.

It is the very students following the technical and vocational programmes that politicians say they want to promote who will bear the toughest consequences.

The second piece of evidence is that academy schools have been stashing away billions of pounds building up their financial reserves — £2.5bn that could have been spent on education according to the Guardian (Guardian online January 18).

Once again this is not a criticism of individual schools, but a system failure. For a local authority to hold a reserve in case one of its schools faces a catastrophe is prudent policy. For every single school to hold a reserve in case it is the one where the catastrophe happens is a gross waste of resources.

Such waste is of course only possible because of the more generous funding received for pupils under the age of 16 — some £5,600 for 15-year-olds compared to only £4,600 for 16 and 17-year-olds and £3,800 for those aged 18 according to the Association of Colleges.

School budgets are protected by a ring-fence which does not apply to those aged 16 and over and of course schools don't have to contribute to capital development in the same way colleges do.

They also receive favourable VAT treatment denied to sixth form colleges for teaching exactly the same age group.

A common refrain from the political class is that the British public (though not they themselves of course) has a long standing cultural prejudice against the vocational route.

It could of course be that the public takes its cue from the politicians noting where they put their investment and which institutions they starve of resources as an indication of their true values.

Or it could be as simple as a canny preference for sending your children to a school that has cash in the bank rather than a college where the bailiffs are just around the corner.

If politicians and leaders of the skills and education system are genuinely serious about the importance of vocational education, we in FE want to see real evidence of sensible investment, within limited resources, for colleges.

Nothing can justify, other than ideology, billions of pounds effectively being stashed away from the students most in need.

AAC | 2015

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AN FE WEEK CONFERENCE



FE Week Annual Apprenticeship Conference and Exhibition 2015

THE FLAGSHIP CONFERENCE OF NATIONAL APPRENTICESHIP WEEK

Supporting apprenticeship providers during a time of major reform

NEWLY CONFIRMED SPEAKERS

HOST ANNOUNCED



KIRSTY WALK

Broadcaster and journalist



CHUKA UMUNNA MP

Shadow Secretary of State for
Business, Innovation and Skills

DAY TWO



LORNA FITZJOHN

Ofsted - Director, Further
Education and Skills

DAY ONE

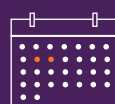


BRIAN WISDOM

Chairman, Federation for Industry Sector
Skills and Standards

DAY ONE

DATE:



March 9 to 10,
2015

VENUE:



Venue: Queen
Elizabeth II
Conference Centre,
Westminster, London

DAY ONE:

**FUNDING AND
QUALITY**

DAY TWO:

**DELIVERY,
ASSESSMENT AND
AUDIT**

The *FE Week* Annual Apprenticeship Conference and exhibition 2015 (AAC2015) will provide an unprecedented opportunity for those involved with the delivery of apprenticeships to come together to learn, share and debate during a time of major reform and on the eve of a General Election.

Taking place on the first two days of National Apprenticeship Week (March 9 to 10, 2015) and in partnership with the Department for Business, Innovation and Skills (BIS), the conference will offer a mixture of key note speeches from Government Ministers and Shadow Cabinet members, to in-depth practical sessions with Nick Linford and other technical specialists.

OVER 400 DELEGATES REGISTERED, LIMITED TICKETS REMAINING

For more information and to register visit feweekaac2015.co.uk

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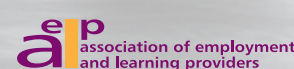
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A CONFERENCE DURING



CAMPUS ROUND-UP

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Students and staff at Boston college mark LGBT history month

Public service learners mark LGBT history month

Celebrations marking Lesbian, Gay, Bisexual and Transgender (LGBT) history month got underway at Boston College with a presentation from Uniformed Public Services (UPS) learners about the importance of acceptance.

A variety of workshops have also been set up around the campus to continue raising awareness of LGBT issues throughout February.

Events such as a Question Time a panel

will be staged and guests from Lincolnshire's LGBT community have been invited to speak. And the college library features a wall display to promote understanding of gender identity issues.

Frank Hanson, equality and diversity manager for the college, said: "Many of our students will progress onto careers where excellent customer service skills are essential requiring an understanding of LGBT in today's global and diverse community."

Liverpool chefs taste success — again

City of Liverpool College Academy Restaurant's winning students from left: Calum Johnston, Daniel Liu, both aged 18, Harry Entwistle, 20, Carlyle De Salis, 46, Andrew Green, 19, Leon Tam and Livia Alarcon, both 18. Not pictured is team member Gurshesham Singh, 18



A culinary team from City of Liverpool College dished up three years of success in a row as they put in a winning performance at a Masterchef-style hospitality competition.

The eight-strong team from the college's Academy Restaurant was crowned Best Visiting Team at the Salon Culinaire competition at North Warwickshire and Hinckley College from January 28.

Daniel Liu enjoyed a personal success, being named the Best Visiting Student Chef.

He said: "I was so proud to have won Best Visiting Chef — but I couldn't have done it without the team and the team manager's support and guidance."

Ian Jaundoo, executive chef and culinary team manager, said: "This is the first competition most of the team has entered and to pick up the award for Best Visiting Team, for the third year running, is a superb achievement."

"This is definitely a sign of things to come for all of these aspiring chefs."

Double award joy for volunteer Lois

Volunteer work has paid off for West Cheshire College 19-year-old Lois Muir with two awards and a newfound confidence despite a difficult school background, writes Billy Camden.

Just over 12 months ago Lois Muir thought a troubled school life would be repeated at college — but she was pointed towards the Prince's Trust and volunteering and has not looked back since.

The 19-year-old West Cheshire College learner did 400 hours' volunteering as part of the programme and is now team leader for youth volunteer organisation vInspired and a youth worker with a local club.

She is also a volunteer officer at the college, where she is doing a level two BTec certificate in business.

The result has been double award joy with a Volunteer of the Month honour from vInspired and Volunteer of the Term from the college.

"If someone told me a year ago I would be volunteering I would have laughed at them because I didn't even believe in it," she said.

"For the first

time in my life it feels like I've achieved something and I'm proud to help others as well because I know what it is like because I was in similar situations. I can now, for the first time ever, see a future for myself."

And it was a future that appeared bleak until a West Cheshire College adviser helped.

"Ever since I was younger I've always been that misbehaving and attention seeking child. I just wouldn't respect anyone," said Lois.

"I've always struggled with undiagnosed depression and my behaviour problems have always been bad. I mainly put my past down to me as an individual."

She added: "A year ago I went on the Prince's Trust team programme after it was suggested to me by an adviser from the college, Lorraine Murray.

"Once I finished the course I turned my life



From left: Lois Muir being awarded her volunteering awards by Caroline Fidmont, Vice Principal of Quality and Purpose at West Cheshire College

around after tallying up nearly 400 hours of volunteering work."

The Prince's Trust, a programme supporting 13 to 30-year-olds who are unemployed, struggling at school and/or at risk of exclusion, was completed by Lois as a 12-week course ending mid-April last year.

"I wasn't that keen on it, and once I started, after getting through a few ups and downs, by the end of it I realised how much it had helped me," said Lois.

"It not only changed my life but it saved my life."

Since completing the programme, Lois has continued helping others and now works mainly with young people. In her role at the college she goes around campus promoting volunteering as well as being involved in community meetings.

Lorraine Murray, team leader for the

careers, finance and welfare team at West Cheshire College, said: "I have seen an amazing change in Lois over the past year. Following her time with the Prince's Trust Programme she has turned into an inspirational young lady."

"I am immensely proud of her, she has a new-found confidence and self-belief that drives her to help others while achieving her own goals."

"I am delighted that her hard work and commitment has been recognised and I wish her all the success and luck for her future adventures."



Lois Muir (left) with college adviser Lorraine Murray



Lois Muir in her role as a volunteer officer at West Cheshire College

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ROUND-UP

DO YOU WANT TO BE IN CAMPUS ROUND-UP?

Send your stories with pictures to campus@feweek.co.uk including names, ages and course details of students where applicable

& MOVERS SHAKERS

Your weekly guide
to who's new and
who's leaving

Warrington Collegiate came under the principalship of Nichola Newton this month.

She took over from Paul Hafren, who retired at Christmas after 12 years as principal.

She joined from Leeds City College where she was deputy principal, having previously served in senior roles at Runshaw College, Nelson and Colne College and Ashton Sixth Form College.

"I believe in the transformative power of education and consider it a privilege to have been chosen to serve the community of Warrington and the wider region," said Ms Newton.

"I am committed to working with the senior team and staff at the college to improve life chances for all who choose to study with us."

She will also play a leading role in the Warrington Collegiate Education Trust which currently comprises Beamont Collegiate Academy and the recently opened Future Tech Studio School.

Colin Daniels, governors' chair of the grade three-rated college, said: "Nichola is a confident and inspirational leader with an impressive track record of success within the sector. Her passion for teaching and learning and the success of all learners linked to the needs of the local community will make her an excellent principal."

Meanwhile, Penny Wycherley's retirement has come to an end after less than six months.

She left Great Yarmouth College around the start of the academic year having served as its principal for three years, but has taken on the role at London's Waltham Forest College, which was deemed by Ofsted to require improvement in November.

"I was delighted to be approached just before Christmas to lead the team at Waltham Forest College," said Ms Wycherley, whose predecessor, Robin Jones, stepped down late last year.

"This is a vibrant community in an area of planned growth in which the college's contribution to skills development

will be essential.

"In its recent inspection there were many indicators of success on its journey to an Ofsted good grade and I am looking forward to continuing that journey. It was that challenge that persuaded me to leave the extreme walking in New Zealand and the greater tranquillity of my Sussex garden to lead and support the team here."

And the National College for Onshore Oil and Gas has appointed Colette Cohen, head of Centrica's UK oil and gas production business, as its first chair.

Her first role will be to lead the development board and guide the National College, where training of engineers for the fracking industry will be led by Blackpool and The Fylde College, through its business planning phase.

"To build a successful shale gas industry it's vital we attract young people to train for the exciting roles which will be on offer," she said.

"The National College will be providing a wide range of first class courses in the years to come and I'm looking forward to steering the college through this critical development stage and beyond."

Bev Robinson, principal of Blackpool and The Fylde College, said: "Colette brings extensive industry knowledge and experience to the role of chair. This will be invaluable in shaping the direction and strategy of the National College and is much welcomed."

Nichola Newton



Paul Hafren



Penny Wycherley



Colette Cohen



To let us know of any new faces at the top of your college, independent learning provider, awarding organisation or other sector body email news@feweek.co.uk

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Assistant Principal

(Finance and Corporate Development)

Hopwood Hall College is pleased to announce that we are now recruiting for an Assistant Principal (Finance and Corporate Development).

This exciting opportunity has arisen due to the promotion of one of our senior team to a principal's position. Hopwood Hall College is an ambitious, highly performing College serving the people of Rochdale and the wider Greater Manchester community.

At Hopwood Hall College we are determined to do the very best for all our students by continuing to provide an excellent education, which transforms their lives and prospects. To achieve this, in what is a new education landscape and a tough economic climate, requires ambition, innovation and a relentless focus on high quality teaching and learning, and on providing every student with key life and employability skills.

This is a key appointment for a senior post holder at the college to make a major contribution to the FE provision in the local region. The Assistant Principal (Finance and Corporate Development) will be responsible for the strategic management and delivery of the college's finance and corporate functions. They will lead the College's operational planning and resource management in order to ensure the effective running of the College's business affairs. The remit of the role includes Corporate Services, Management Information, Finance, Funding, Health and Safety and Work Based Learning. The successful candidate must be educated to degree level and CCAB or CIMA qualified.

This is an exciting time to join a college which has "Outstanding" financial health, very strong learner outcomes and student success rates that place us in the top 25% of vocational colleges nationally.

For further information about the role and how to apply please visit: www.hopwood.ac.uk/ap

If you wish to arrange an informal discussion regarding this role please contact Karen Morrison, SMT Support Assistant on **0161 643 7560 ext. 3392**.



Quality Coordinator



Speciality Coffee Association of Europe is looking for a Quality Coordinator for its education programme, the Coffee Diploma System. Reporting to the Education Manager, the Quality Coordinator will be responsible for planning and organising activities in relation to internal and external quality assurance processes, exams administration and certification. This post will be based at SCAE headquarters in Bicknacre, Chelmsford and will involve occasional travel to Europe.

- Main responsibilities**
 - To coordinate a programme of observations of SCAE Authorised Trainers within Europe and east Asia;
 - To coordinate and undertake a programme of examination audits;
 - To develop SCAE's system for monitoring student feedback;
 - To maintain quality assurance records, including minutes, and all related documentation as necessary;
 - To assist in the Education department's annual Self-Assessment Process;
 - To assist in developing quality assurance policies based on vocational and awarding body requirements, and in the improvement of existing policies;
 - To assist in new accreditations;
 - To assist in awarding body reviews;
- Requirements**
 - Essential
 - Understanding of quality assurance processes, preferably within the education sector;
 - Meticulous attention to detail;
 - Excellent IT skills;
 - Excellent organisation and administration skills;
 - Ability to prioritise and manage own time effectively;
- Desirable**
 - Experience of working within education sector;
 - Proven record of managing a complex administrative workload;
 - Knowledge of one or more European language;
 - Knowledge of the coffee industry.

Closing date Friday, February 13th

Apply in writing or by email to: **Susan Hollins, Education Manager, Speciality Coffee Association of Europe, Leighams Road, Bicknacre, Chelmsford, Essex. CM3 4HF**

susan@scae.com



Principal: Bradford College

Salary: c£120k + benefits



This is an exceptional opportunity in a sector-leading institution with the prospect of shaping the future of college education in the West Yorkshire region and beyond.

Bradford College is a central element of the Bradford College Group and is characterised by both its scale and its combination of further and higher education. There are 17,000 students in FE and 3,500 undertaking HE programmes.

The ideal candidate will have experience across FE and HE and a developed understanding of the policy context and the realities of institutional responsiveness. He or she will be committed to maintaining the College as an

innovative provider of vocational programmes and a responsive curriculum, whilst securing development and growth in provision. High policy literacy and the effective use of systems, together with strong interpersonal skills and the ability to build productive relationships, are essential qualities which will equip the successful candidate to lead our excellent staff team to outstanding results.

Prospective candidates are encouraged to have a developmental conversation with the Group's consultant Professor Bill Wardle (bill@billwardle.com/07777642100). An informal discussion with Group CEO, Andy Welsh can be arranged by calling **01274 433000**.

A Candidate Pack, including details of how to apply, is available at www.bradfordcollege.ac.uk/principal

Closing Date: 5pm 25 February 2015

Interviews scheduled for 9 March 2015 and 11th March 2015

Lancaster & Morecambe College

Lancaster & Morecambe College is seeking to appoint an outstanding leader and experienced curriculum manager as a Senior Post Holder in its Senior Management Team. You may have aspirations to become a future principal, or wish to develop your career and contribute strategically in a high performing, financially outstanding vocational college situated in an area of outstanding natural beauty, where the quality of life provides the perfect balance to the hard work and commitment required to succeed in this key post.

Director of Curriculum

Salary £60,000 per annum, (open to negotiation for an exceptional candidate)

37 hours per week

You will have current experience in a Senior Management Team and of managing a broad range of vocational curriculum in a Further Education College. Highly motivated and a team player, you will provide inspirational leadership to drive and develop our core provision, responding to the needs of our learners and community, and achieving growth targets. Your strong strategic and analytical approach will be accompanied by a values-driven ethos and excellent people management skills. As a Senior Post Holder and influential senior manager in a post equivalent to that of Vice Principal, you will demonstrate professional credibility and integrity to the Board of Governors and within the College management structure.


If you would like to discuss details of the post with the College Principal, David Wood, please contact his PA on 01524 521289 to arrange a telephone appointment.

Closing Date: Friday 20th February 2015

Interviews will take place on Wednesday & Thursday 18th and 19th March 2015

For more information and to apply please visit: www.lmc.ac.uk (various formats available). We prefer to email job packs, however if you require one by post, please phone 01524 521507/email jobs@lmc.ac.uk. All posts are subject to a DBS Disclosure in line with our policy of safeguarding and promoting the welfare of learners.

ACTIVE ABOUT DISABILITIES



Director of Teaching, Learning, Assessment and Quality

Circa £45-47,000 for an exceptional candidate



FNTC Training & Consultancy is a leading provider of Work Based Learning on the South Coast. With offices in Totton, Romsey, the Isle of Wight and Bournemouth. FNTC delivers learning solutions in Childcare and Learning Development, Health & Social Care and Business.

The position of Director of Teaching, Learning, Assessment and Quality is a pivotal role with FNTC. As a member of the Strategic Leadership Team, you will be reporting directly to the Chief Executive. You will be responsible for Quality, Teaching, Learning and Assessment, Curriculum Development and Learner Engagement.

The successful applicant will be a strong and effective strategic leader with a genuine passion for education and quality improvement and will be able to bring about change to raise standards in a positive and supportive culture.

For an application pack for this position, please contact bev.samuel@fntctraining.co.uk and if you wish to discuss the role informally and in confidence, please call the Acting Chief Executive, Tina Turner, on 01794 523857.

Closing date for applications is 6th February 2015, 5.00pm.
Proposed interview date 13th February 2015.



Herefordshire & Ludlow College



As part of the ongoing development of the Computing & IT curriculum offer at HLC we are seeking to appoint to the following vacancy in this growing area of provision;

COMPUTING WORK BASED SALES ASSESSOR / EMPLOYER ENGAGEMENT OFFICER (0.5FTE)

Salary £28,024 to £29,685 pro-rata, dependent upon qualifications and experience – Fractional, permanent position

To pro-actively engage with local Computing & IT sector employers within Herefordshire and neighbouring counties, market and support the growth of Computing & IT apprenticeships and to carry out work-based competence assessments and progress reviews for HLC Computing & IT apprentices.

You will be qualified to HND / Degree level in a relevant Computer Science discipline and have relevant work / industrial experience within the Computing & IT sector. Experience of teaching / assessing within the Further Education sector would be an advantage.

HCT is committed to safeguarding and promotes the welfare of all learners and expects all staff to share this commitment.

Visit our website at www.hlcollege.ac.uk email personnel@hlcollege.ac.uk or telephone (01432) 367333 for job descriptions and application forms.

Closing date: Friday 20th February 2015
Interview date: Thursday 26th February 2015















BE A KEY PLAYER IN OUR JOURNEY TO EXCELLENCE

Professional Development and Quality Improvement Manager

Salary: £25,000-28,000.00 per annum

The Association of South East Colleges (AOSEC) is the regional organisation representing Further Education Colleges in the South East and is affiliated to the Association of Colleges.

AOSEC is a registered charity and works with, supports and represents over 60 colleges and partner organisations to provide world-class education and skills in the post compulsory education and training sector across the South East region.

A vacancy has arisen to join our dynamic and innovative organisation. We are looking for a Professional Development and Quality Improvement Manager to play a key role in delivering the events strategy and be responsible for the preparation, delivery and evaluation of AOSEC's professional development and quality improvement services and events.

This post would be ideally suited to someone wishing to use the skills they have gained working in the sector to help support colleagues from the sector.

This challenging and fast paced job presents an ideal opportunity to use your experience and develop your expertise by managing and organising a diverse portfolio of professional development events and projects. You will also develop, manage and maintain effective relationships with key partners to influence implementation of Government policy, ensuring that further education institutions can continue to thrive.

A job description and application form is available to download from www.aosec.org.uk

Applicants are also welcome to speak with Pamela Lumsden, CEO, to discuss the position further.
Please call 01483 235289 to arrange an informal discussion.

Applications must be returned by 5pm, Monday 23rd February

The first round of interviews will commence the week starting the 2nd March 2015

The second round of interviews will commence the week starting the 9th March 2015





Sessional Lecturer in English / Sessional Lecturer in Maths

Langley, SL3 8BY | £23.23 per hour
Casual, Part Time

We are a thriving Further Education college, with over 500 staff providing high quality training and education to some 8,500 students and 2,000 employers. Our campuses in Langley and Windsor serve the diverse communities of Berkshire and West London.

As well as a genuinely satisfying and rewarding job, you can look forward to excellent benefits and ongoing training and professional development opportunities. Please visit our jobs and careers page for further information. In this role you will ensure delivery of high quality teaching and effective learning within the English and Maths department.

You will demonstrate extensive knowledge of your subject area together with the drive and passion to motivate students to achieve. The experience and confidence to plan, prepare and deliver effective teaching programmes, including the use of Information Learning Technology (ILT). Enthusiastic, methodical and flexible in your approach, you will share your skills and knowledge with learners and utilise your previous experience of teaching to motivate students to achieve, ideally whilst developing and maintaining high levels of student retention. A natural communicator

and proven motivator, you'll thrive on student interaction – giving effective guidance and helping them make the most of their futures.

For details of the role and person specification please see the job description.

To apply, please complete the online application form by visiting www.eastberks.ac.uk/

For enquiries, please call us on **0845 373 2500** and ask for the HR team on extension 3325 or email us on jobs@eastberks.ac.uk

Interview Date: 23/02/2015

All salaries quoted are based on Full Time equivalent hours. For part time and term time positions, the actual salary paid will be pro-rata based on the actual contractual hours and working weeks per year.

The College is committed to safeguarding and promoting the welfare of children and young people and expects all its staff to share this commitment. Successful applicants will be required to undergo a DBS check at the appropriate level.



Lecturer in Mathematics

£28,152 - £33,028 per annum
(Inclusive of STEM supplement)

We have an exciting opportunity for a talented, dynamic and committed teacher of Maths to join our Business, Maths, Science & ICT curriculum area. You will be required to teach A level, International Foundation, Access to HE and possibly some GCSE Maths. It is expected that you will have previous delivery experience at this level.

You will be able to demonstrate the ability to motivate students through the use of varied teaching and learning strategies. A relevant degree in Maths or

related subject is essential and you must already have a teaching qualification. You will also have strong interpersonal and organisational skills and work effectively in a large team.

The Loughborough Sixth Form College is a priority department for the College and we are looking for someone who will work to develop new provision within this area and embrace exciting and innovative modes of delivery. You should demonstrate excellent practice regarding teaching and learning.

Closing date for applications: Wednesday, 18th February 2015

Maths and English Lecturers

Up to full Time hours 37 per week permanent

Salary up to £33,753
(more for an exceptional candidate and additional incentives may be available)



Wigan & Leigh College are looking to recruit to its thriving Maths and English Team to a range of Lecturing posts. We would be interested in hearing from candidates who are looking for full or part time work.

The College also offers career progression opportunities.

The Maths and English Department at Wigan & Leigh College has continued to grow and is based across all sites in Wigan and Leigh and delivers at all levels of qualifications including:

- Entry level
- Level 1 and 2
- GCSE
- L3

We are looking for innovative and creative Lecturers who can inspire and motivate our students in these core qualifications.

Our Maths and English Division delivers both full and part-time courses and works as part of the wider College Divisions to ensure that Maths and English are central to our delivery across the board.

We are looking for professional Lecturers with a degree or subject specialism (L4 or above) in English and/or maths.

Wigan & Leigh College's philosophy is outstanding teaching and high achievement, to ensure our students are prepared for the world of work and returning learners are updated in line with national requirements.


For more information on this vacancy or to complete an application form, please visit our website:www.wigan-leigh.ac.uk/job-vacancies

For an informal discussion about the posts or to visit the provision, please contact **Karen Westsmith, Director of Maths, English and Foundation Learning on 01942 76 1174.**

The College reserves the right to interview for this post should we receive suitable candidates prior to the closing date.

Closing Date: TBC- please refer to College website

Teacher in GCSE English and GCSE Maths



Both roles are 0.5 FTE each (18.5 hours per week)
Start Date: ASAP
Pro-Rata Salary: £11,773 - £16,757 (dependent upon skills and experience)

City College Coventry are currently recruiting for a permanent English (0.5 FTE) teacher and a Maths Teacher (0.5 FTE) to join the School of English and Maths. We are looking for enthusiastic and motivated qualified teachers with strong and relevant experience of teaching English and Maths at GCSE level in a school or FE environment.

You will be committed to delivering a consistently high standard of teaching and learning and provide an effective and stimulating learning environment for our students. This role will require excellent communication and organisational skills coupled with a strong commitment to develop the potential of all learners.

Candidates must have:

- Level 2 Maths and English Qualifications
- Degree Level Qualification (In relevant subject)
- Level 5 Teaching Qualification e.g. PGCE/Cert Ed/DTTLS or equivalent
- Experience of teaching in a school or FE environment

Closing Date: Monday 23rd February 2015

For your application to be considered, please complete the online application form on the City College Coventry website and attach a completed "Person Specification Matching Form" as a part of your online application. Please ensure that all relevant sections of your application, i.e. Job History, Qualification and Referees are fully complete.

Teacher of Maths 1.0FTE


Talented and enthusiastic teachers are required for the following position. We particularly welcome applications from newly qualified (or even partially qualified) teachers and we will give you full support to develop your career and succeed.


Teacher of Maths 1.0FTE £21, 684- £37,008
HA1415/08 | Permanent – two positions available


Two teachers of Maths are required to join a highly experienced team of maths specialists, and contribute towards our excellent student outcomes. You will be able to teach students across the ability spectrum from Level 1 to GCSE, and have the ability to teach at A Level. You will be committed to continual professional development, improving your skills and subject knowledge, and improving the life chances of our students whatever their levels of ability.

All posts are to start from August 2015. Candidates should be appropriately qualified in their specialist subject area (usually to degree level). For further details or to apply, please visit www.huddnewcoll.ac.uk or telephone 01484 652341 extension 4605 to request an application pack.

Closing date: Midday on Friday 20th February 2015.







FULL TIME MATHS & ENGLISH TUTOR/TEACHER - £35,000PA OTE

LOCATION: ENGLAND

Due to the outstanding successes of our work to date, we are looking to recruit a new team of 15 experienced Skills for Life tutors.

You will be delivering English and Maths from Entry Level through to Level 2, contextualised with a vocational award. Some delivery will be in the Health and Social Care sector, and therefore any experience in the H&SC sector would be an advantage but not essential.

The role will be working on a peripatetic basis, delivering in your region. Willingness to travel and your own transport are essential.

ESSENTIAL CRITERIA – PLEASE DO NOT APPLY IF YOU CAN'T COMPLY:

- Full time ONLY with flexible hours
- Have achieved a recognised full teaching qualification – Cert Ed / PGCE / DTLLS or equivalent
- Experience in teaching English and/or Maths
- Outstanding personal written and verbal communication skills
- A driving license and access to your own transportation

HIGHLY DESIRED CRITERIA:

- Experience of working with adult learners
- Working towards or have achieved a Level 4/5 Subject Specialist qualification in Literacy and/or Numeracy
- Excellent ICT Skills

The successful candidate will also be required to have a valid DBS Clearance Check.

In the first instance, please send an email outlining your recent relevant experience together with your CV.

NCC Skills Ltd is an Equal Opportunities Employer

No agencies please amanda.fisher@ncc.ac.uk

www.ncc.ac.uk

WORLD OF OPPORTUNITIES

FAST PACED

INNOVATION

TECHNOLOGY INDUSTRY

GET TO GRIPS WITH TEACHING COMPUTING

Our vision for Computer Science is to enable the next generation of students to be innovative with technology and to inspire you with a range of qualifications to suit every career path in a cutting-edge industry.

Our comprehensive range of qualifications supports students, no matter when, where or how they learn best.

#OCR_ICT

Find out how we can support your students' career path. Visit us on stand E1 at EICE, 26-27 February 2015, in Manchester.

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Oxford Cambridge and RSA

FE Week Sudoku challenge

				8				2
	7		1		2	9		
			4			7	8	
	8	9						5
			9		5			
	4					1	3	
	9	5			8			
		7	6		9		1	
8				3				

Difficulty:
EASY

7		2	6					
	9			1				
			9		3		7	4
4						3	8	
			5		1			
	2	8						7
2	6		4		9			
				7			4	
					5	2		1

Difficulty:
MEDIUM

Solutions:
Next week

How to play: Fill in all blank squares making sure that each row, column and 3 by 3 box contains the numbers 1 to 9

Last Week's solutions

3	1	8	2	5	4	9	7	6
6	2	7	9	8	3	4	5	1
5	4	9	6	7	1	3	2	8
4	9	5	1	6	7	2	8	3
1	7	2	3	4	8	6	9	5
8	6	3	5	2	9	1	4	7
2	5	4	8	3	6	7	1	9
9	8	6	7	1	2	5	3	4
7	3	1	4	9	5	8	6	2

Difficulty:
EASY

4	3	5	1	8	2	6	7	9
6	2	8	4	9	7	1	3	5
1	7	9	3	5	6	8	2	4
3	1	6	7	4	9	2	5	8
2	8	7	6	1	5	4	9	3
5	9	4	8	2	3	7	1	6
7	5	3	2	6	4	9	8	1
8	4	2	9	3	1	5	6	7
9	6	1	5	7	8	3	4	2

Difficulty:
MEDIUM

Spot the difference to WIN an FE Week mug

Spot five differences. First correct entry wins an FE Week mug. Text your name and picture of your completed spot the difference to 07969 166 374.

Last week's spot the difference winner was Carlie Norwell (pictured right), contract co-ordinator Chiltern Training, in Reading.